

**SIDE LETTER AGREEMENT TO THE  
DECEMBER 13, 2011 – JUNE 30, 2012  
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY  
OF CARLSBAD AND THE CARLSBAD POLICE  
MANAGEMENT ASSOCIATION**

**EFFECTIVE: UPON CITY COUNCIL APPROVAL**

This side letter memorializes an agreement reached between the City of Carlsbad ("City") and the Carlsbad Police Management Association ("CPMA"), to reflect agreed upon amendments to the December 13, 2011 – June 30, 2012 Memorandum of Understanding ("MOU") entered into between the City and CPMA. All other terms and conditions of the existing MOU shall remain in full force and effect. The changes are as follows:

Article 2 shall be replaced with the following:

**ARTICLE 2. TERM AND RENEGOTIATION**

- 2.1 The term of this Memorandum shall commence on December 13, 2011, and shall continue until November 30, 2012.
- 2.2 Negotiations for a successor Memorandum shall begin by an exchange of written proposals in approximately August, 2012.

It is the understanding of the City and CPMA that this side letter is of no force or effect whatsoever, unless and until adopted by resolution of the City Council of the City.

Carlsbad Police Management

City of Carlsbad

By: William Rowland 9/14/12 By: Lisa Hildabrand 6/27/12  
William Rowland, President Date Lisa Hildabrand, City Manager Date

By: Scott Burkle 06/26/12  
Scott Burkle, Chief Negotiator Date

Approved as to form:

By: Ronald R. Ball 6/20/12  
Ronald R. Ball, City Attorney Date